



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA  
**MID-AMERICA CARPENTERS REGIONAL COUNCIL**  
WWW.CARPENTERSUNION.ORG

May 2025

**TO: ALL EMPLOYERS EMPLOYING CARPENTER MEMBERS UNDER THE JURISDICTION  
OF THE MID-AMERICA CARPENTERS REGIONAL COUNCIL  
COMMERCIAL (CONSTRUCTION DIVISION)**

Dear Employer:

This letter is to inform you of the wage and fringe benefit rate allocation per the Collective Bargaining Agreements negotiated by the Mid-America Carpenters Regional Council in full force and effect from June 1, 2025 through May 31, 2028. The following schedules summarize the negotiated increases for June 1, 2025 through May 31, 2026 for the following Illinois counties of Boone, Carroll, Jo Daviess, a portion of Lee, a portion of Ogle, Stephenson, Whiteside, and Winnebago.

It is important that all Employers make the rates reported in this document payable on June 1, 2025. Thank you for your cooperation.

Sincerely,

MID-AMERICA CARPENTERS REGIONAL COUNCIL

KEVIN MCLAUGHLIN  
Executive Secretary-Treasurer

JOEL POGOSE  
President

**LOCAL 790 NIBCA COMMERCIAL (CONSTRUCTION DIVISION)**

The following negotiated changes and increases are applicable to all listed counties:  
 Covering the Illinois counties of Carroll, Jo Daviess, the portion of Lee county defined as west of Brooklyn Road, the portion of Ogle county defined by the following boundaries: N. Leaf River Road, E. Brick Road, and Meridian Road, Stephenson and Whiteside.

<b>\$4.00 Allocation</b>	
Journeyman Wages	Increase \$2.59 per hour
Heartland Healthcare Fund	Increase \$0.25 per hour from \$12.00 to \$12.25
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$17.30 to \$17.80
MACRC Supplemental Retirement Fund	Increase \$0.65 per hour from \$7.00 to \$7.65
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.14 to \$0.15
1 <sup>st</sup> & 2 <sup>nd</sup> Year Apprentices–Carpenters Pension Fund of Ill	25% of Journeyman Pension rate
1 <sup>st</sup> & 2 <sup>nd</sup> Year Apprentices–MACRC Supp Retire Fund	25% of Journeyman Retirement Savings rate
3 <sup>rd</sup> & 4 <sup>th</sup> Year Apprentices–Carpenters Pension Fund of Ill	50% of Journeyman Pension rate
3 <sup>rd</sup> & 4 <sup>th</sup> Year Apprentices–MACRC Supp Retire Fund	50% of Journeyman Retirement Savings rate

<b>Wage Rates Effective June 1, 2025 – May 31, 2026</b>	<b>Journeyman</b>	<b>Foreman</b>	<b>General Foreman</b>	<b>Journeyman performing welding, creosote, and piledriving work (5%)</b>
Base Wage Rate	\$44.73	\$49.65	\$51.89	\$46.97
Heartland Healthcare Fund	12.25	12.25	12.25	12.25
Carpenters Pension Fund of IL	17.80	17.80	17.80	17.80
MACRC Supplemental Retirement Fund	7.65	7.65	7.65	7.65
MACRC Apprenticeship Fund	.68	.68	.68	.68
UBC National Fund (CITF)	.15	.15	.15	.15
Construction Industry Advancement Fund	.69	.69	.69	.69
Project First Rate	.05	.05	.05	.05
<b>TOTAL PACKAGE</b>	<b>\$84.00</b>	<b>\$88.92</b>	<b>\$91.16</b>	<b>\$86.24</b>

**Wage Deductions:**

***Working Assessment is four percent (4%) of gross wages.***

**Apprentices**

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year 1 <sup>st</sup> 6 months (40%)	First Year 2 <sup>nd</sup> 6 months (50%)	Second Year 1 <sup>st</sup> 6 months (60%)	Second Year 2 <sup>nd</sup> 6 months (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$17.89	\$22.37	\$26.84	\$31.31	\$35.78	\$40.26
Heartland Healthcare Fund	12.25	12.25	12.25	12.25	12.25	12.25
Carp Pens Fund of IL	4.45	4.45	4.45	4.45	8.90	8.90
MACRC Sup Retirement Fund	1.91	1.91	1.91	1.91	3.83	3.83
MACRC Apprenticeship Fund	.68	.68	.68	.68	.68	.68
UBC National Fund (CITF)	.15	.15	.15	.15	.15	.15
Construction Industry Advancement Fund	.69	.69	.69	.69	.69	.69
Project First Rate	.05	.05	.05	.05	.05	.05
<b>TOTAL PACKAGE</b>	<b>\$38.07</b>	<b>\$42.55</b>	<b>\$47.02</b>	<b>\$51.49</b>	<b>\$62.33</b>	<b>\$66.81</b>

**Wage Deductions:**

***Working Assessment is four percent (4%) of gross wages.***

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2026 – an increase of \$3.99 per hour – allocation by union.
- Effective June 1, 2027 – an increase of \$3.74 per hour – allocation by union.
- Effective June 1, 2027 –4<sup>th</sup> Year Apprentices - Carpenters Pension Fund of Illinois, 60% of Journeyman Pension rate, MACRC Supplemental Retirement Fund, 60% of Journeyman Retirement Savings rate

**LOCAL 792 COMMERCIAL (CONSTRUCTION DIVISION)**

The following negotiated changes and increases are applicable to all listed counties: Covering the Illinois counties of Boone, Winnebago, and the portion of Ogle defined by the following boundaries: N. Leaf River Road, E. Brick Road, Meridian Road, and IL Route 72.

<b>\$4.09 Allocation</b>	
Journeyman Wages	Increase wages \$2.25 per hour
Construction Industry Welfare Fund	Increase \$0.25 per hour from \$13.21 to \$13.46
Construction Industry Retirement Fund	Increase \$1.33 per hour from \$17.00 to \$18.33
Carpenters Pension Fund of IL	Increase \$0.25 per hour from \$5.00 to \$5.25
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.14 to \$0.15
1 <sup>st</sup> & 2 <sup>nd</sup> Year Apprentices- Construction Industry Retirement Fund	25% of Journeyman Retirement Savings rate
1 <sup>st</sup> & 2 <sup>nd</sup> Year Apprentices-Carpenters Pension Fund of Ill	25% of Journeyman Pension rate
3 <sup>rd</sup> & 4 <sup>th</sup> Year Apprentices- Construction Industry Retirement Fund	50% of Journeyman Retirement Savings rate
3 <sup>rd</sup> & 4 <sup>th</sup> Year Apprentices-Carpenters Pension Fund of Ill	50% of Journeyman Pension rate

<b>Wage Rates Effective June 1, 2025 – May 31, 2026</b>	<b>Journeyman</b>	<b>Foreman</b>	<b>General Foreman</b>	<b>Journeyman performing welding, creosote, and Piledriving work (5%)</b>
Base Wage Rate	\$47.25	\$52.45	\$54.81	\$49.61
Construction Industry Welfare Fund	13.46	13.46	13.46	13.46
Construction Industry Retirement Fund	18.33	18.33	18.33	18.33
Carpenters Pension Fund of IL	5.25	5.25	5.25	5.25
MACRC Apprenticeship Fund	.68	.68	.68	.68
UBC National Fund (CITF)	.15	.15	.15	.15
Construction Industry Advancement Fund	.69	.69	.69	.69
Project First Rate	.05	.05	.05	.05
<b>TOTAL PACKAGE</b>	<b>\$85.86</b>	<b>\$91.06</b>	<b>\$93.42</b>	<b>\$88.22</b>

Wage Deductions:

**Working Assessment is four percent (4%) of gross wages.**

**Apprentices**

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year 1 <sup>st</sup> 6 months (40%)	First Year 2 <sup>nd</sup> 6 months (50%)	Second Year 1 <sup>st</sup> 6 months (60%)	Second Year 2 <sup>nd</sup> 6 months (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$18.90	\$23.63	\$28.35	\$33.08	\$37.80	\$42.53
Const Industry Welfare Fund	13.46	13.46	13.46	13.46	13.46	13.46
Construction Industry Ret Fund	4.58	4.58	4.58	4.58	9.17	9.17
Carpenters Pension Fund of IL	1.31	1.31	1.31	1.31	2.63	2.63
MACRC Apprenticeship Fund	.68	.68	.68	.68	.68	.68
UBC National Fund (CITF)	.15	.15	.15	.15	.15	.15
Construction Ind Advance Fund	.69	.69	.69	.69	.69	.69
Project First Rate	.05	.05	.05	.05	.05	.05
<b>TOTAL PACKAGE</b>	<b>\$39.82</b>	<b>\$44.55</b>	<b>\$49.27</b>	<b>\$54.00</b>	<b>\$64.63</b>	<b>\$69.36</b>

Wage Deductions:

**Working Assessment is four percent (4%) of gross wages.**

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2026 – an increase of \$4.08 per hour – allocation by union.
- Effective June 1, 2027 – an increase of \$3.82 per hour – allocation by union.
- Effective June 1, 2027 –4<sup>th</sup> Year Apprentices – Construction Industry Retirement Fund, 60% of Journeyman Retirement Savings rate Carpenters Pension Fund of Illinois, 60% of Journeyman Pension rate